



April 2, 2015

Dear county employees,

As I prepare to release my proposed budget for FY 2016, many of you will likely hear the word “rightsizing.” While the word itself might create a level of uncertainty, it is really all about looking at the county’s operations and making sure that our many functions are being carried out in the best way possible. Through rightsizing, we will create efficiencies and savings that will allow us to invest in our employees while meeting the needs of our citizens.



As a longtime employee of BGE, I experienced this very process, and I know how stressful it can be. It is certainly not my intention to create anxiety among county employees. During this period, you have my word that I will be as forthcoming and transparent as possible.

The recent retirement incentive was very successful and will in the long run reduce the strain on our operating budget. My administration is still in the process of determining how many of those positions will need to be filled in order for us to continue to meet the service expectations of our citizens. For those positions that must be filled, our intention is to first promote from within, allowing employees who have distinguished themselves to have opportunities for advancement.

In closing, I am working to restore the balance between capital projects and my goal of investing in our employees and their families.

Thanks for all that you do for Harford’s citizens. With every good wish, I remain

Very truly yours,

Barry Glassman  
Harford County Executive